

# Domestic Abuse Community Engagement Officer – Grade 9

## Job purpose

At Kirklees we want to be innovative and creative in the way we work to deliver our services in partnership with our communities. Kirklees Place Partnerships have been established to respond to strategic issues on a geography greater than a ward and are committed to tackling domestic abuse, with dedicated funding to empower our communities to respond to domestic abuse; and to equip staff in all our communities to mitigate the impact of domestic abuse on victims and children and challenge perpetrators about their behaviour.

We have established a Domestic Abuse Community Engagement Officer to creatively engage communities with the Domestic Abuse Strategic Partnership. Specifically, to establish mechanisms for encouraging people that represent the diversity of our communities to share their lived experience of domestic abuse to contribute to our strategies, communications activity, training for staff and commissioning of services. This role will also support our Consultant roles to collate feedback from communities and professionals about our response to domestic abuse and where improvements can be made.

We are looking for motivated individuals that can empower local people to share their experiences and collate feedback from a range of sources to enable the Domestic Abuse Strategic Partnership to make evidence-based decisions.

This role is based within Customers and Communities.

Find out more about [working for Kirklees](#).

## Key areas of responsibility

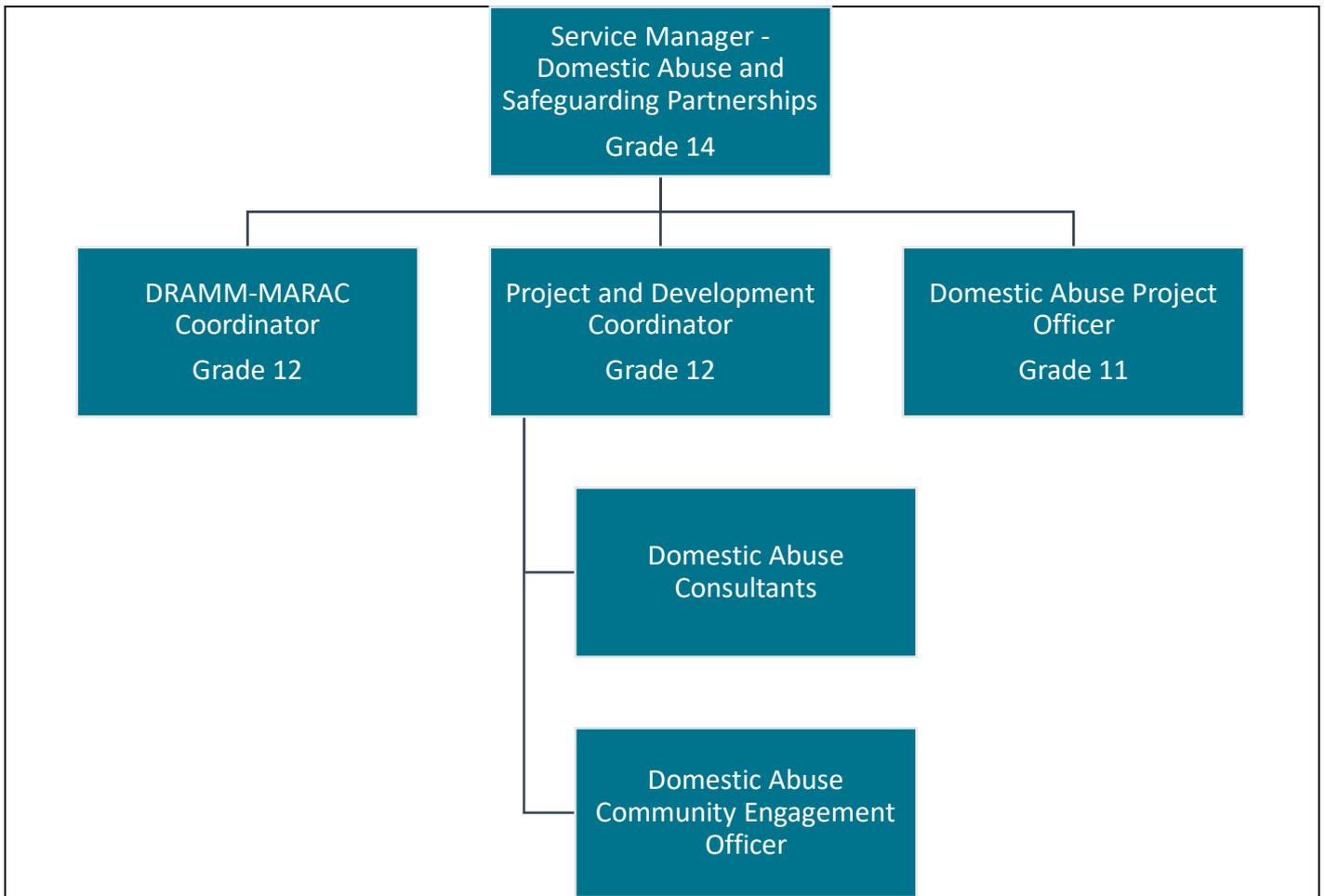
You will be expected to:

- have an excellent understanding of domestic abuse, its impact on adults, children, communities and local services; and knowledge of available services and sources of support.
- establish arrangements to listen to and collate feedback from the community about lived experience of domestic abuse, including the response of local services
- establish arrangements to listen to and collate evidence from practitioners and community leaders about domestic abuse and the impact of local services on mitigating its impact
- compile evidence, share intelligence and provide specialist support and advice to other services around domestic abuse, barriers to engagement and establishing effective community engagement processes
- deliver briefings and make good use of available technology to support the community to engage with activities to tackle domestic abuse



- provide professional advice and support to improve and protect the reputation of the partnership and flag any potential reputational risks
- monitor the effectiveness of established processes and provide feedback to improve this activity
- demonstrate to relevant stakeholders the impact and outcomes of your role and achievements
- take a flexible approach to your work and work location to be able to meet the needs of communities, individuals and the partnership.
- Exercise a high degree of independence, initiative and expertise to empower local people to engage with activities to tackle domestic abuse
- Build strong relationships with local community leaders, including elected members, senior officers, partner agencies and communities
- Manage expectations and individual, community and/or professional tensions and upset due to the nature of domestic abuse, its prevalence, and some of the underlying values that may exacerbate perpetrator behaviour.
- Ensure that safeguarding procedures are adhered to recognising and taking action in relation to the safety of children and or adults where concerns or risks are identified
- be well organised, self-motivated, able to manage conflicting priorities and work well with minimal supervision and as part of a larger team and multi-agency network
- be compassionate and demonstrate empathy for people that are affected by domestic abuse and be proactive working towards continuous improvement, ongoing professional development and keeping abreast of local, regional and national best practice in relation to domestic abuse.

## Position of job in organisational structure



## Employee Specification

| <b>Knowledge, qualifications, skills and experience</b>  | <b>Shortlisting criteria</b> |
|--|------------------------------|
| Good knowledge of domestic abuse and the issues facing victims, children and perpetrators of domestic abuse including the impact of trauma and support needs in relation to safety and wellbeing                   | Essential                    |
| Good understanding of social, cultural and equality issues in the context of domestic abuse, including barriers to accessing services for individuals that may have protected characteristics and/or complex needs | Essential                    |
| A thorough understanding of local processes for responding to domestic abuse (including risk assessment, safeguarding, DRAMM and MARAC) and the impact of domestic abuse on services                               | Essential                    |
| Strong experience of building relationships across a variety of professional contexts and the ability to work in a political environment and manage relationships with community groups and leaders                | Essential                    |
| Excellent communication skills, including the ability to present well in a variety of contexts and to write clearly and succinctly for a variety of audiences  | Essential                    |
| Understanding of difficult dialogue and confidence in challenging inappropriate language and behaviour   | Essential                    |
| Ability to establish clear processes to capture feedback and emerging issues from a diverse range of sources   | Essential                    |
| Experience of collating information from a wide range of sources and providing clear and succinct analysis of issues and emerging themes   | Essential                    |
| Strong experience of working in an online environment, with proven experience of creating and managing appropriate content for multiple audiences and stakeholders on multiple platforms                           | Essential                    |
| You will be compassionate and demonstrate empathy for people that are affected by domestic abuse and take a positive approach to problem solving.  | Essential                    |
| You will be well organised, self-motivated, able to manage conflicting priorities and work well with minimal supervision and as part of a larger team and multi-agency network                                     | Essential                    |
| You will be required to undergo an enhanced DBS check  | Essential                    |

## Behaviours and expectations

The right behaviours and attitudes are as important to us as the skills you bring to the job. We expect all our employees to demonstrate the following behaviours:

- Positive
- Honesty
- Respectful
- Flexible
- Communicative
- Supportive

You will also promote and be a role model of the Council's expectations of a New Council Employee within the organisation. This role is at level 2. Find out more about [Council Behaviours and Expectations](#).

## General information

See your responsibilities related to [Safeguarding](#).

**This post may require you to work flexible hours, including occasional evenings and weekends. The post holder may also be required to travel to various locations in order to carry out the duties of the post.**

The post holder will be expected to carry out their duties in line with the Council's policies, procedures and relevant legislation. The post holder will be made aware of these in their appointment letter, statement of particulars, induction, ongoing performance management and development and through Council communications.

This Job Profile is intended to provide an understanding and appreciation of the responsibilities of this particular job. It is not possible to specify every detail and we expect you to work flexibly within your skills, knowledge, experience and grade of this job.

### For Office Use Only:

|              |  |                    |  |
|--------------|--|--------------------|--|
| Job Category |  | Grading ID         |  |
| Job ID       |  | Last Updated       |  |
| Job Focus    |  | Career Progression |  |

### Contractual Variants

|               |  |                        |  |
|---------------|--|------------------------|--|
| DBS Category  |  | DBS Type               |  |
| Health Check  |  | Politically Restricted |  |
| 24/7 working  |  | Public Holidays        |  |
| Night Working |  | Alternating Pattern    |  |
| Standby       |  | Other                  |  |
| Checked by HR |  |                        |  |